

Special Meeting of the Pawtucket School Committee

Monday, April 25, 2011

6:30 PM Media Center

Jenks/JMW Complex for the Performing and Visual Arts

Pawtucket, Rhode Island 02860

I. Meeting will come to order; Roll Call:

The Chairperson called the meeting to order at 6:32 PM.

Roll Call:

Mr. Araujo-here; Ms. Bonollo-here; Mr. Coughlin-here; Mr. Noonan-here; Ms. Nordquist-here; Mr. Tenreiro-here; Mr. Spooner-here

Also present was Mrs. Deborah Cylke, Superintendent of Schools, Ms. Kimberly Mercer, Deputy Superintendent of Curriculum and Instruction, Mr. Thomas Conlon, Business Administrator, Ms. Maggie Baker, Assistant Business Administrator and Mr. Stephen M. Robinson, Legal Counsel for the Pawtucket School Committee.

II. Pledge of Allegiance:

The Chairperson led the audience in the pledge of allegiance.

III. Public Participation:

Mr. David Graham: Good evening, I respectfully come before you tonight to express my disappointment at your decision to vote on the ratification on an extension of the teachers' contract. I have several issues with the details of the proposed extension, but the focus of my disappointment is that the voters made it clear in overwhelming numbers in the last general election that they no longer wish to grant ratification power to this body. Rather they have now by charter

given that power to the Pawtucket City Council the final authority on budgetary matters. Rushing to ratify this extension forty eight hours before the General Assembly begins to fulfill its statutory obligations smacks nothing short of this school committee paying back a political debt to the Pawtucket Teachers Alliance for its' political support in its last election. Let us remember that five members of this school committee had signs of support in the union's office windows. The word political has been tossed around quite a bit lately relating to this matter. I would submit that taking this action tonight doesn't get any more political. Also a citizen asking questions about issues that will affect the tax bill that will be sent out very shortly can hardly be called political but I would rather call it American. The Council has made it clear that the proposed nine percent which is not an increase and ten percent health insurance co pays are too low. Especially in relation to what other bargaining unions are paying and twenty five percent the Mayor has imposed on some city employees as part of his so called cost cutting program. There was to be no negotiated raise for the extension year. I hope that assumed raise was not factored into the proclaimed savings in an attempt to deceive the voters of the City of Pawtucket. By the way, the administration silence on this issue was deafening. Does the Mayor support this deal or not? The effect that this contract has on education will have on the negotiations taking place next year will be catastrophic and disastrous. The fire, police and city workers contracts negotiations next year will be directly affected by your ratification of this contract as it stands and this is the point, isn't it? Everyone knows that

unless this extension gets ratified tonight, the City Council will look at this contract with a keen eye. Where is the transparency that this administration ran on as a platform issue last year? Does this body not realize that this city is hanging on by a thread financially? You'll be tying up the hands financially of our elected leaders for years to come. The state will not be happy. Ms. Gallogly Booth. What about increases in prescriptions and emergency room coverage? Why aren't the teachers submitting similar increase like other bargaining unions have already done? Are the teachers receiving a back door increase in sick time that will make up for the paltry two furlough days that are contained in this agreement? Now citizens can disagree on issues. But to vote on this tonight and "letting the chips fall where they may" in order to short circuit the ratification process before a less favorable body is the height of arrogance. What's the hurry? It can be nothing else than to keep the ratification power away from the City Council who may seek even further concessions. I commend the teachers for finally coming to the table and assisting with Pawtucket's fiscal challenges. Mr. Beaupre and the school committee, if the Alliance is truly committed to the taxpayers, then we should let their will prevail. Thank you.

Mr. Joseph Knight: Superintendent Cylke, Chairman Spooner, Members of the School Committee, I have a few points that I'd like to make about this pending contract offer. Several things concern me greatly. First and foremost the fact that we're in conflict with the RIDE position regarding teachers seniority; the City Charter provision that was voted on and is in fact part of our city charter at the last city

election that said that all collective bargaining contracts would go to the council for review. These are things that we've ignored and I have a great deal of concern that we've endangered state funding ignoring the RIDE provision and position by Commissioner Gist regarding seniority being the basis of classroom assignment. I have a great deal of concern in with ignoring sixty three percent of the voters of the City of Pawtucket—the people that put you in office, who decided that they felt the contracts agreed to in collective bargaining negotiations should be reviewed by the City Council. Are we going to cherry pick the laws and regulations that we are going to follow? Mr. Graham brought up a good point. Is this the quid pro quo for the endorsement? If it is, God Bless you. Because the people voted to have this reviewed and I am asking you as people elected by the voters of the City of Pawtucket, to follow the will of the people. Thank you.

Mr. John Sawyer: Mr. Chairman, Members of the Committee, thank you for the time to address you this evening. I stand here this evening to request that you table your decision regarding any labor negotiations between the school committee and the Pawtucket Teachers' Alliance. The residents of Pawtucket in our November election, the same election that seated you on this school committee overwhelmingly endorsed the charter amendment which would require City Council ratification of any teacher contract. To vote in favor of any of the city ratification of the school labor contracts was nearly two to one. As you may be aware any modification of the home rule charter must be approved by the General Assembly.

During this tumultuous year the General Assembly has not yet taken up this matter. While I cannot say for certain that they will approve the people's vote, I would be very surprised if they did not. While I applaud the efforts of your labor subcommittee, this effort to some appears to be a fast track by either the school committee or the Pawtucket Teachers' Alliance to avoid the will of the voters of Pawtucket. I urge you to table your decision until the general assembly has had a chance to view and enact the will of the Pawtucket voters. This would avoid any perception of wrong doing whether real or perceived. Thank you for your time.

Mrs. Diane Drape: On a lighter note, Chairman Spooner, Members of the School Board, after reviewing the reductions concerning the FY12 budget with Superintendent Cylke, I understand that concessions need to be made by all Pawtucket School Department employees. For those of you who don't know me, I'm president of Local 1352 which is the non certified union. The non certified union is willing to negotiate with the school committee as we always have in the past. However, with the current enrollment, I feel the school committee should work with the city to restore the \$2.9 million that was cut from the budget last year. The restoration of these monies would address the line items beyond the \$4.3 million already completed already in progress as indicated. Our students' educational well being will be best served without abolishments to the non certified employees. Thank you.

Mr. Spooner: If no one objects I'd like to move ahead to the recalls at this time.

VII. New Business

c. Recall of Teachers:

Mrs. Cylke: I'd like to call Ms. Mercer to assist us with the recalls that we will start here this evening and hopefully be back here with more at our next meeting.

Ms. Mercer: Good evening. Tonight I would like to recall sixty six teachers to their positions. At this time I am going to recall them back to their positions, but they're still subject to involuntary transfers because we have not finished scheduling the secondary schools and also we don't know the exact enrollment figures. At this time I'd like to recall the following teachers to their positions:

Laurie Randall, Social Worker, ALP

Jeanne Waters, Social Worker, Slater

Sheherazad Plynton, Social Worker, Shea

Maria Fontes, Portuguese, Tolman

Sandra Leal, Social Worker, Jenks

Krista Taft, FCS, Tolman

Cecilia Bernardo, Portuguese, Shea

Erica Brodeur, Art, Cunningham

Robert D'Arezzo, Business, Tolman

Elizabeth Halloran, Art, Potter-Burns

Judith Naftygiel, Art, Slater

Meaghan Mahoney, OT, Jenks

Sharon Bowen, Business, Goff

Maria Azevedo, Spanish, Tolman

Christopher Kane, Art, JMW

Kayla Campbell, Spanish, JMW

Peter Mollo, Physical Education/Health, Slater
Katelin Gertrudes, Reading, Winters
William Ashton, English, JMW
Kyle LaBranche, Math, JMW
Kathleen Maynard, Math, Shea
Matthew Pita, ELA, Shea
Gary Magnotta, Industrial Arts, Tolman
Shivali Finkelstein, Math, Shea
Angela Nerney, Grade 3/4-ESL, Cunningham
Melinda DeCorte, Grade 1, Potter-Burns
Bridget Boucher, Sp. Ed., Goff
Kerry Needham, Grade 6, Greene
Diane Treichler, Literacy Coach, Ad. Building
Steven Ferreira, Grade 5, Winters
Melissa Caraballo, Sp. Ed., Baldwin
Sandra Santos, Kindergarten-ESL, Cunningham
Grainne Phelps, Math, Shea
Kyle Deschene, Grade 4, Potter-Burns
Toni Autiello, Sp. Ed., Goff
Edward Kostka, Social Studies, Shea
Heather Rodrigues, Social Studies, Tolman
Jaime Welch, Social Studies/ESL, Shea
Nicole Lynn MacKay, Sp. Ed.- ESL, Goff
Angelo Gentile, Social Studies, Goff
Christopher Souza, Social Studies, Tolman
Susan Doss, Librarian, Jenks

Deborah Farrar, Self Contained-Sp. Ed., Transition Program

Michael Marra, Music, Shea

Michael Raymond, Music, Tolman

Celeste Estevez, Librarian, Greene

Shannon San Bento, Grade 1, Fallon

Brittany Almeida, Kindergarten, Greene

Lisa Barrett, Grade 5, Cunningham

Karen Hammarstrom, ESL/ELA, Shea

Bree Ann Schebel, Math/ESL, Shea

Lynn Bleau, Grade 1-ESL, Fallon

Kerri Levesque, Kindergarten, Fallon

Matthew Bergeron, Math, Shea

Kerri Mooney, Kindergarten, Curvin-McCabe

Kelly Bairos-Pereira, Grade 3, Fallon

John Martinelli, Science, Slater

Laura DiMaio, Science, JMW

Valerie Marchetti, Science-ESL, Shea

Samantha Robinson, Speech Pathologist, Curvin-McCabe

Carmina Rocha, Music, Greene

Lisa Sweet, Speech Pathologist, Cunningham

Kelly Conlon, Music, Goff

Nicole Carrara, Dance, Jenks

April Valois, Psychologist, Greene

Colette O'Brien, Occupational Therapist, Baldwin

Ms. Nordquist moved to approve the recall of teachers as recommended by Ms. Mercer, Deputy Superintendent for Curriculum

and Instruction. Ms. Bonollo seconded.

Mr. Coughlin: Superintendent Cylke, do you feel in your expertise that we absolutely need all these teachers recalled for next year to carry out the district's mission?

Mrs. Cylke: Yes.

Mr. Coughlin: If she, the Superintendent says she needs it, then I will support her one hundred percent, so I will be voting on this tonight.

Mr. Noonan: May I echo those thoughts. Thank you.

Roll Call:

**Mr. Araujo-yes; Ms. Bonollo-yes; Mr. Coughlin absolutely, yes; Mr. Noonan-yes; Ms. Nordquist-yes; Mr. Tenreiro-yes; Mr. Spooner-yes
Motion carried unanimously.**

IV. Possible Recess to Executive Session:

The Chairperson commented that the committee would recess to executive session in accordance with provisions under Title 42, Chapter 46, Subsection 5(a) (2) (legal advice and litigation/collective bargaining) of the General Laws of the State of R. I. for the purpose of discussing and/or acting upon administrator contract negotiations; extension of teachers contract and to seal executive session minutes.

Mr. Coughlin moved to recess to executive session. Ms. Bonollo seconded.

Roll Call:

**Mr. Araujo-yes; Ms. Bonollo-yes; Mr. Coughlin-yes; Mr. Noonan-yes; Ms. Nordquist-yes; Mr. Tenreiro-yes; Mr. Spooner-yes
Motion carried unanimously.**

The Committee recessed to executive session at 6:52 PM to 7:38 PM.

V. Reconvene Open Session: Roll Call:

The Committee reconvened to the open session and it was called to order by the Chairperson at 7:42 PM.

Roll Call:

Mr. Araujo-here; Ms. Bonollo-here; Mr. Coughlin-here; Mr. Noonan-here; Ms. Nordquist-here; Mr. Tenreiro-here; Mr. Spooner-here

VI. Report out vote(s) of Executive Session of 4/25/2011, if applicable:

The Chairperson asked the Clerk if there were any votes to report out.

The Clerk reported that the Committee voted six to one to ratify a new administrators' contract. The Committee voted unanimously to seal the executive session minutes and to adjourn the executive session.

VII. New Business

a. Approval of contract between the Pawtucket School Committee and the Pawtucket Teachers' Alliance:

Mr. Tenreiro moved to approve the contract between the Pawtucket School Committee and the Pawtucket Teachers' Alliance. Ms. Nordquist seconded.

Mr. Coughlin moved to postpone consideration of approval of the Teachers Contract until it's reviewed and ratified by the Rhode Island Commissioner of Education and it's duly ratified by the Pawtucket City Council. Mr. Noonan seconded.

Roll Call:

Mr. Araujo-no; Ms. Bonollo-no; Mr. Coughlin-yes; Mr. Noonan-yes; Ms. Nordquist-no; Mr. Tenreiro-no; Mr. Spooner-no

Motion failed; five opposed, two in favor.

Mr. Noonan: I am going to not approve this mainly not for the reason people think. My major objection to this vote is that it continues the seniority system. From what I've read we have an obligation and it's a pretty awesome responsibility to educate our children. We owe it to our children to put the best and the most effective teachers in the classroom. The seniority system doesn't guarantee that it guarantees the most expensive teacher in the classroom and in that case we're disappointing the students. I can't support this contract. I also object to this because I think we should go to the City Council first on this because of sixty three percent of the voters. That's my opinion. It's also my opinion that we are circumventing the Commissioner of Education.

Mr. Coughlin: I won't be voting for it for two or three reasons Mr. Noonan has listed. I think there is a legal question here. It's not resolved in my mind and that is to whether or not this contract with seniority provisions will come into collision with the Commissioner's interpretation of the Basic Education Plan. The second reason is as Mr. Noonan pointed out, two thirds of the voters of this City came out of the last election and they expressed their will which is the city council is to ratify this. We know there is legislation in the general assembly and I think we owe it to our voters and to our city council to follow what the voters are looking for and that is strictly legal about saying yes we've got the right to do this because the general assembly hasn't passed this legislation yet and for those reasons, I will be voting no tonight also.

Ms. Nordquist: I will be supporting this. I actually commend the teachers for the second time and coming to the table and giving up a negotiated pay increase they had coming to them and in my opinion would have been deserved, but they do recognize the needs of the City. I think it's important to note that the two thirds of the voters that approved that are also the two thirds or more that probably want to see a savings. So they want the City Council to ratify a contract but that's the same City Council who has failed to get any savings from any unions and we as the School Committee have gotten savings now and this will be the second contract, the second in which I have been on the negotiating team. While we were able to obtain savings exceeding a million dollars, this time over \$2,000,000 and we want ratification, but we want savings. I also have to agree with a sentence that was expressed about if the City Council wants to ratify the contract, then by all means, sit down and negotiate it. Because we are not here to sit down and negotiate a contract and for them to say yes or no when they haven't been able to obtain any savings themselves with any contracts recently. It's a little tough when you are trying to defend your position as school committee member or for someone who is trying to do the right thing for someone and be told you vote a certain way you do because of an endorsement. I don't think it's fair because there were other people that were endorsed by the City who had their own agenda, but that didn't work out. I think everybody campaigned equally hard to be here on this school committee and I don't think that anybody is here without doing things on their own and anybody relies on anyone. I think that should be

respected as elected officials and you can disagree all you want, but we put the time in to be here. I think that this is a good savings and this is a solid savings and I'm happy to support it.

Mr. Tenreiro: I just want to thank Ms. Nordquist and Mr. Araujo for their efforts and the negotiating team and the professionalism of the teacher's alliance and their negotiating group and also Tom and Maggie for their effort in working out the numbers. It's a difficult negotiation and it's a tough time to ask anyone for concessions and there's a degree of give and take on both sides and I believe we've come to a fair agreement. From my point of view it does one of two things, it helps us get back to focusing on the most important thing which is educating our children. But secondly, it does protect the taxpayers. This is a \$2.9 million savings in the first year alone. I know what 100% of the people in Pawtucket don't want. They don't want complaints, political maneuvering, power struggles. They want solutions, leadership and those things to be offered. It's so easy to take shots that it's not enough. I'm proud of the agreement and I think it goes a long way in addressing our \$7,350,000 deficit. I think it's a fair deal for all that are involved.

Mr. Noonan: I was going to thank our labor subcommittee for their hard work and our teachers for the financial concessions. It did not go unnoticed. I thank them both, I really do.

Mr. Tenreiro: Clearly the school committee has the right to enter into this contract and it hasn't been passed by the state legislature yet. It is what it is. We want to be completely cooperative with the municipal side and hopefully today by dismissing that \$7.3 million

deficit. We were focused on solutions, one that is going to get us where we need to be.

Mr. Spooner: My perspective as Chairman, this committee whether you're in favor of this or you disagree with this does their homework the way they have on what's been going on, we're going to end up being a remembered committee for a long time for doing a lot of good things. I firmly believe that. I think we have a lot of intelligent people and when we look at things most of us vote by doing their homework.

With all due respect to the City Council, and I do respect the City Council, it hasn't been passed at the state level and I know that was brought up to debate and I do respect our community obviously, because I keep coming back for more. I will say this, the only two things I have that are mine is my credit rating and my name and nobody but nobody is going to destroy either one of those but me. I agree if this gets passed in the general assembly then by all means the council has my blessing to negotiate those contracts because I will never put my name to something and then have someone tell me it's not going to happen. My name means too much to me to do that. As far as I'm concerned we should do ours and the City Council should handle everything on the city side and then send it to your Mayors.

Ms. Bonollo: I can understand everybody's point of view and one of the issues is because of the financial issue of this City and we've had the promise of receivership. If we have inaction and we do not come up with a financial solution, so we do right now have a financial solution to make concessions to this side and this is a financial

solution that employees of the school department have continuously stepped up to offer and we haven't seen those on other sides of the city. I would be more than happy to see the other unions step up and make additional concessions as they have on the school department side. I want to thank our employees for recognizing it. We appreciate what you have given.

Mr. Araujo: I would like to thank Mr. Tenreiro for his leadership on the labor subcommittee. I would like to thank the Teacher's Alliance for coming back a second time and negotiating the contract that they had and giving back to the city. We have a significant deficit which we cut into about a third with this negotiation. It was no easy achievement. However, we work with professionalism and a spirit of collaboration that we spoke about. To come back with one third of our deficit taken care by a contract that they had in existence I thought was very genuine on their part and I want to thank them for that.

Mr. Tenreiro: I just want to clarify for the record what the details are: Salary for 2011 and 2012 and 2012 and 2013 it's a zero percent increase, both years. The medical cost sharing goes to what it was scheduled to go to 9% in 2011-2012 and then 10% in 2012-2013. The furlough days are true furlough days and the second only if necessary and we will be notifying the Pawtucket Teachers' Alliance no later than November 16, 2011. There's no liability on the end of these, they're not paid out at the end of the year, and they're not paid out at the end of their contract. Originally there were fifteen sick days and two personal days in the contract a no cost issue. Cumulative

sick days go down to thirteen and the personal days go up to four days so it's still a total of seventeen. There is also some language that no more than two days may be taken consecutively during the year and that in no case shall personal days be granted in the first two weeks and last two weeks of the school year. This way, teachers don't have to lie about it anymore.

This is a two year contract and we're not coming back and asking for more within those two years. We are going to honor that contract until the end of it at least from the negotiating team's point of view.

Mr. Beaupre: For the committee that was involved in this regarding the furlough days. Furlough days are in fact furlough days for teachers and although there seems to be this rumor that children will have two days off as teachers will have two days off the BEP states that there must be one hundred and eighty school days for kids. Kids will still have one hundred and eighty school days. Those two furlough days will come out of our professional development that we are contractually mandated to and it will not affect children in any way.

Mr. Noonan: What did you mean by teachers don't have to lie about it anymore?

Mr. Tenreiro: They can use their personal days and don't have to call in sick.

Roll Call:

Mr. Araujo-yes; Ms. Bonollo-yes; Mr. Coughlin-no; Mr. Noonan-no; Ms. Nordquist-yes; Mr. Tenreiro-yes; Mr. Spooner-yes

Motion passed five in favor; two opposed.

b. Suggested Budget Reductions to balance \$7.3M FY12 Deficit

Mrs. Cylke: I'd like to review where we are to date in terms of our budget and for members of the public we have copies.

We have an adjusted budget reduction list so you would be referring to the one in front of you. Per the city charter by April 30th, 2011 our school committee shall submit to the city a budget for the following year and that's based on a charter rule that says sixty days prior to the end of the fiscal year that lets the city know this is what we believe this is what are expenditures will be. That's been done. That has been informally submitted to Ron Wunschel, the City Director of Finance. He has been told here is what the Governor's budget is and the state is currently meeting and even though we submitted the numbers given to us by the Governor you know what that means, the numbers may change by the state between now and then. The city has informed us what they anticipate their revenue to the school department will be. On March 29th we presented our budget to you and at that point and time that showed a shortfall. Our state aid is shown, city appropriation, local revenue for a total revenue of \$91,000,000. Our expenditures, as you can see \$100,000,000 we anticipate and these are average figures each year for teacher retirements and unidentified cuts that we would subtract and our net expenditures is \$98,000,000. That leaves us with a \$7,300,000 shortfall. Please note that the revenue from the city does not include restoration from student enrollment nor does it reflect restoration of maintenance of effort to the FY09 level. However, the total estimation of student enrollment and 100% maintenance of effort would amount

to \$2.9 million. That is not reflected in what the city has indicated at this point and time but their revenue to the school department will be.

Also please note that the Governor backed out the \$2.8 million in Education Jobs Monies to supplement the funding formula. Our Deputy came back from a meeting at the State Department last week indicating that it had been announced that our literacy set aside funds that are given to us by the state to Pawtucket each year were actually rolled into the equity funding formula. That has not been on my radar nor has it been on Maggie or Tom's at the RIASBO meetings or on the Deputy's who attends regular meetings at RIDE who represent the school department. That's another \$1.1 million loss. Not on the general side of the budget, but on the grant side of the budget.

The actions to date are negotiations with employee groups. They're either completed or pending. Review of all personnel allocations at all elementary, middle and high schools. We have had a change in allocations for middle and high schools resulting in cost savings. Eileen Crudele in special education is working to return several special education students to the Pawtucket School Department and a reorganization of our ESL Department.

What that means in yellow \$1.1 million in high school allocations, \$300,000 in the expected return of special education students; \$200,000 in reorganizing savings for ESL; our negotiating with the Pawtucket Teachers' Alliance \$2.6 million; negotiations with the Pawtucket Administrators' Association—approximately \$82,000; Superintendent- ten furlough days (but I can assure you I will be

working) and increase of co-pay \$8,450 and though conversations with the non certified union president we will be looking at an increase in co pays and furlough days to match what's been done in the past, \$117,000. So we believe a total of \$4.4 million dollars has been realized in our actions to date toward our \$7.3 million.

In the blue section of this list are suggested reductions that we don't necessarily want to make because they do have an impact. As we work to chip away at this deficit we have identified the following:

Reduce Legal Fees \$20,000 –Hopefully with the help of federal funds hire a human resource person.

Travel Mileage IT Department \$1,000

New Library Books \$31,000

Special Education \$300,000 Retirements—reassign duties

Overtime Costs School Events \$35,000

Computer Sys Ops \$4,500 –Utilize people downtown to go out to schools

Reorganize Combine positions \$35,000

Reduce Custodial Overtime by 30% \$100,000—Get more substitutes

Wireless \$10,000—Limit cell phones

We think there may be some transportation savings but that is yet to be determined. We're in a consortium of service looking to buy in a larger group. We don't have word. These suggestions would amount to \$536,800. Combining that with line items through ten we reach \$4.9 million, almost \$5 million toward our goal of \$7.3 million.

The next set of items I will not be recommending tonight but is what else we would have to do potentially to find additional funding and

it's something you would not want to do. This would mean the loss of nine FTE's after already losing about thirteen FTE's on the teachers' side after schedule and allocation changes this cuts even deeper. We have library clerks but they may be required by NEASC. There are charge backs by the city and we would have to request that the city eliminate this as a charge. The Tolman nursery—it's one of those programs that has been put in place by my predecessor to help with the graduation rate and help keep kids in school. Athletics—this would obviously have a huge impact on students and the community.

Mentoring stipends—stipends to help support first year teachers. Project Jump—transition sixth grade students to seventh grade. We could reduce nursing positions by two, but that would result in a loss of services. Contract minimum is twelve and we have fifteen schools.

The Employees' Assistance Program—I believe when employees are having difficulty this is a great way for them to seek support. We could eliminate resource officers and they are an absolutely positive resource and are needed in our schools. I've also listed a potential \$770,000 in reserves as of July 1st. It would be my recommendation that we have identified \$4.9 million as of today and that it would be my recommendation not to come to you for your final decision on future cuts until the City's final decision on appropriations will be. We've had at least one meeting with the Mayor and his representatives and we've discussed the \$2.9 million that we feel should be restored and we feel that there is that understanding that the city may not have that \$2.9 million. We think a good portion of that is achievable and needs to be put on the school side to address

what is before us.

Mr. Tenreiro: The last grouping is not mandated by law and is horrible and something we don't want to make. If we were to enact the yellow and blue section we would be well below the expenditures from last year not including that revenue issue of \$1.6 million?

Mr. Conlon: Yes.

Mr. Tenreiro: The issue for the school committee in many ways at least from the way you have reported, is it a possibility or a definite with the \$1.1 million loss to the literacy set aside?

Mr. Conlon: No, it's gone.

Mr. Tenreiro: This is no longer an expenditure issue for the school committee, we have been extremely responsible. We've gotten the concessions that are required. We've done our part. This is now a revenue problem. Can you describe the revenue problem again and how it impacted our revenue?

Mr. Conlon: There are only several components of that problem. While the state implemented that funding formula which gave the district \$2 million additional this year the Governor decided to reduce the amount of state aid with the Federal Jobs Monies of \$2.9 million that we received this year. There were some districts that were able to not make use of that Federal Jobs Monies this year, so for those districts it carried forward into next year so there were able to offset Governor Chafee's state aid by whatever amount it was that they had been allocated. For us in Pawtucket that didn't come true. The state reduced aid to the City of Pawtucket by \$8 million in federal excise tax and that caused the city to reduce its contribution to the school

department by \$2.9 million. Along came the Federal Jobs Monies equal to \$2.9 million and it was a beautiful offset. Then along comes the Governor's proposed budget for next year that says you shouldn't have spent that \$2.9 million this year because I'm taking it away from you next year. The only reason we spent it this year was because the city cut us and the only reason the city cut us was because the state cut them.

Mr. Tenreiro: Its reality and fact. It's purely a revenue problem and when it comes to maintenance of effort is a real question. For the last two years it allowed the municipality to give 95% of maintenance of effort to the school department. Based on enrollment it went up by 180 students last year and it decreased enrollment, they actually went down based on 90% and we absorbed that. There is a law and that power is no longer there and they're told they have to give back 100% of maintenance of effort and they say no we're going to give you 90% again. That's a structural hole of \$5.8 million over a two year period.

Mr. Tenreiro moved to direct the Superintendent, Mrs. Deborah Cylke and Mr. Stephen Robinson, Esq., to review the legalities of the maintenance of effort and to provide the School Committee with a legal opinion. Mr. Coughlin seconded.

Mr. Spooner: On that maintenance of effort in actuality it should have been \$1.5 million and not \$2.9 million. I just want to say to the Superintendent, Kim, Tom and Maggie this was painful. I know when we sat back here in January I said this was going to be ugly and everybody was going to feel the pain and I don't think it can get much worse. I wanted to say it was a great job done by you folks.

Mr. Araujo: It is my understanding is the 95% maintenance of effort was a one shot deal that each municipality had, is that correct?

Mr. Conlon: It was allowed by law for two years in 2010 and in 2011 and they only did it in 2011.

Roll Call:

Mr. Araujo-yes; Ms. Bonollo-yes; Mr. Coughlin-yes; Mr. Noonan-yes; Ms. Nordquist-yes; Mr. Tenreiro-yes; Mr. Spooner-yes

Motion carried unanimously.

Mr. Tenreiro: The \$1.1 million is that included anywhere in there?

Mr. Conlon: If you combine that \$1.1 million reduction or complete loss of the literacy set aside the net effect the states proposed budget is instead of a \$500,000 increase over next year it becomes a \$600,000 decrease over last year.

Mr. Tenreiro: Just to ensure we are following the proper steps of a Caruolo action and are prepared for that—we don't want to go that route, but considering the revenue issue that we have and what might come; I want to be prepared for that and that we are following the time line and the process for that just in case.

Ms. Nordquist: I want to express a little bit of disappointment because I had received this packet last Friday and I was very happy and I walked in to find a note saying this is revised. I had gone through it and now it's different. There are some major changes in here and next time I'd like to be informed more than two seconds before the meeting starts.

Mrs. Cylke: The changes were based on committee input. Once the packet went out there was some feedback and so those adjustments

were made today and based on feedback it was arbitrary and they are reflected here.

Ms. Nordquist: My question is why was the suggested cut for the association of school committee and superintendent taken off?

Mrs. Cylke: The question came up if we are not members of our professional organizations, RIASC and RIASBO would we not be able to have significant savings in electricity, gas, transportation. The reality is by belonging to those professional organizations, we through their leadership get this buying power so it became an issue of we're going to save \$20,000, but lose potential savings in the hundred thousand. The other part is with the dues of the Rhode Island Association of School Principals, the Superintendent's Association, the Business Association and the School Committee Association we'd be shooting ourselves in the foot for not attending their many meetings on keeping us up to date on many federal and state issues. Yet it's not required in the BEP.

Ms. Nordquist: Reorganization of support services was also removed. I'm all for saving jobs also, but if these positions were identified as not needed why are they all of a sudden switched?

Mrs. Cylke: They were initially in the blue section because there is nothing in the BEP that says we have to have that position that says so we wouldn't have to have a statute or regulation that we're following however, committee members suggested we moved it to that lower section because we at this point and time we don't know if the city will be giving us additional revenue.

Ms. Nordquist: Do we know for sure that these three people are

retiring from special education? We had it in there as a sure thing and we put the money back in to bring back three social workers and on the second list you mention bringing back the social workers but the line item is not there.

Mrs. Cylke: It seemed inappropriate where we have cuts to add something back in. It doesn't mean to say we couldn't do that again later. We met today with Ms. Crudele and Ms. Mercer and we could possibly use the CRP funds which are grant monies in addition to four or five.

Ms. Nordquist: I have a question about the retirement for C and I which I know is curriculum and instruction.

Mrs. Cylke: The retirement hasn't been received yet. The person has a meeting with the retirement board and looks like will make that decision this week.

Ms. Nordquist: So this person may not retire.

Mrs. Cylke: Unlikely that they would not retire. I don't have the resignation letter I hand.

Ms. Nordquist: We're putting it as a savings as \$80,000 and for confidentiality reasons no name was given, but I would like to think that person who is handling is actually more than \$80,000. Are we hiring someone back to that position?

Mrs. Cylke: We would have to. The Deputy and I have looked at that and at our May meeting we will be looking at the federal fund presentation. Ms. Mercer has come up with a plan to use our federal funds and build our curriculum and instruction department up.

Mr. Tenreiro: A way to figure that last section is no way final. There are other things I would rather see on that list than things that are going to impact a student. That list can definitely be expanded. The dues can be moved down there.

Ms. Nordquist: The facilities I might be aware of this problem more so than my colleagues because I belong to some youth organizations and not just the one I belong to but also others that rely on them and how frustrating it's been. When you say reduced overtime by 30% and just cancel things because people aren't here that's not good for any child.

Mrs. Cylke: In general the plan is to have more highly qualified subs so when there is an absence, every absence is covered. The evening and afterschool activities which are at all levels time must be devoted when there are two custodians working and we must have a system in place where those classrooms are checked and bathrooms area cleaned. It may mean where we don't vacuum every night. It would allow us to focus more on those activities and we should never be cancelling an activity because we don't have a custodian present.

Ms. Nordquist: Wouldn't it be better to give a custodian a little bit more money, I know we're in a deficit, I know the custodians work hard and do their job. I just hope it doesn't become a problem because it has been a problem and last year it was a bigger problem than usual.

Mr. Tenreiro moved to adjust the budget for the total budget reduction of \$4,407,962: adjust middle and high school allocations-\$1,100,000; return special education students-\$300,000;

reorganize ESL-\$200,000; Pawtucket Teachers' Alliance Negotiations-\$2,600,000; Pawtucket Administrators' Association Negotiations-\$82,512; Ten furlough days in FY12 and 20% increase in co pay Superintendent-\$8,450; Negotiations Non Certified \$117,000. Mr. Coughlin seconded.

Ms. Nordquist: I've expressed concerns about the high school schedules and my questions have been answered, but I'd like the opportunity to vote no so could do that one separately please?

Mr. Tenreiro moved to amend to accept the total budget allocations that are complete or in progress: return special education students-\$300,000; reorganize ESL-\$200,000; Pawtucket Teachers' Alliance Negotiations-\$2,600,000; Pawtucket Administrators' Association Negotiations-\$82,512; Ten furlough days in FY12 and 20% increase in co pay Superintendent-\$8,450; Negotiations Non Certified \$117,000 not including the adjustment to the middle and high school allocations-\$1,100,000. Mr. Noonan seconded.

Roll Call:

Mr. Araujo-yes; Ms. Bonollo-yes; Mr. Coughlin-yes; Mr. Noonan-yes; Ms. Nordquist-yes; Mr. Tenreiro-yes; Mr. Spooner-yes

Motion carried unanimously.

Mr. Tenreiro moved to accept the middle and high school allocations of \$1.1 million. Ms. Bonollo seconded.

It's a motion to adjust the middle and high school allocations to save \$1.1 million. We voted on everything else but the allocations, now we are going to vote on these.

Roll Call:

Mr. Araujo-yes; Ms. Bonollo-yes; Mr. Coughlin-yes; Mr. Noonan-yes; Ms. Nordquist-no; Mr. Tenreiro-yes; Mr. Spooner-yes
Motion passed six in favor; one opposed.

Mr. Tenreiro moved to accept the suggested new reductions of \$536,800: Reduce Legal Fees-\$20,000; Travel/Mileage IT Department-\$1,000; New Library Books \$31,300; Special Education Retirements-\$300,000; Overtime School Events \$35,000; Computer Sys Ops-\$4,500; Reorganize Combine Positions Facilities-\$35,000; Reduce Overtime by 30%-\$100,000; Wireless Limit Cell Phones-\$10,000. Mr. Noonan seconded.

Ms. Nordquist: I didn't realize we were going to vote the whole thing all together. I'm not sure why where doing this at this moment. This is a change we just received two minutes before the meeting started. What would happen if we don't vote on this?

Mr. Tenreiro: The motion is seconded. We need to have a budget by May 1st.

Mr. Conlon: For the last two years the committee had a to send a letter to the Mayor simply stating that our known revenues are "x" are anticipated expenditures are "y" and if in fact they come true we would end up with a shortfall of "z".

Ms. Nordquist: I have a problem with this because I understand what you want to do, but at the same time for once I'm at a loss for words. By doing this we say we're going to reorganize and combine positions has everything been done to make sure that happens? We can vote this all we want, but has that all been done?

Mr. Tenreiro: If we go ahead and make those cuts the Superintendent

would implement those cuts.

Mrs. Cylke: When originally given the task of identifying reductions to meet the \$7.3 million deficit. The Deputy Superintendent, Business Administrator and Assistant Business Administrator and I went through this list and were really trying to stay far away from the classroom and the classroom teacher as possible. These are things that we would have to do if the committee directs me to do so. This is exactly how we would do our work and that is in public. What we've listed in blue are those things that do not have a direct impact on teaching or in the classroom.

Mr. Tenreiro withdrew his motion.

Ms. Nordquist: Normally this would have been brought forward on a budget hearing and yes a lot of conversation has happened but this is the first time we're meeting to have a conversation. I know you and Alan have probably had conversations and these seems redundant to you but the rest of us this is new.

Mr. Tenreiro moved to reduce the budget by \$536,800 based on the total suggested reductions: Reduce Legal Fees-\$20,000; Travel/Mileage IT Department- \$1,000; New Library Books \$31,300; Special Education Retirements-\$300,000; Overtime School Events \$35,000; Computer Sys Ops-\$4,500; Reorganize Combine Positions Facilities-\$35,000; Reduce Facilities Overtime by 30%-\$100,000; Wireless Limit Cell Phones-\$10,000. **Mr. Noonan** seconded.

Ms. Bonollo: If you're going to do that I think you need to take transportation out of there because it's at a zero deduction right now. So you need to take it out completely and leave it on its own because

we don't necessarily know what it is going to be.

Ms. Nordquist: What are you going to do if one of these special education people decides not to retire?

Mrs. Cylke: You would be at \$436,800.

Mr. Coughlin: But a budget for FY12 sitting here in April to me is our best educated guess of how the numbers are going to play in FY12. We can go and start questioning every one of these line items, but the fact of the matter is you don't know what they are going to be any more than on the revenue side of the house. You know tonight how much the city is coming up with. The Governor's budget is in trouble part of his revenue plan has gone south, taxation we have no idea how that's going to ripple through. Things that are cast in concrete are the things when Mr. Conlon starts to run numbers and adjust to actual in the school year. I don't know why we're agonizing over this you adjust your budget accordingly for that accordingly in payroll.

Mr. Spooner: I don't think over the years there's ever been time when we said here is the May 1st date and the cart is before the horse again. It is difficult. The bottom line is we have to do it.

Roll Call:

Mr. Araujo-yes; Ms. Bonollo-yes; Mr. Coughlin-yes; Mr. Noonan-yes; Ms. Nordquist-no; Mr. Tenreiro-yes; Mr. Spooner-yes

Motion passed six in favor; one opposed.

Mr. Tenreiro moved to balance the remaining budget-\$2,355,238 using anticipated revenue; unspecified cuts and what we might have left in medical reserves. Mr. Coughlin seconded.

Mr. Tenreiro: It is a disputed amount, but in the spirit of collaboration

and cooperation we have this budget house in order and this can go a couple of different routes. It can go Caruolo which nobody wants or drastic cuts to kids and programming which nobody wants or they just give us the \$2.9 million. I think there is a place for compromise here to put out an olive branch where we might understand we're in dire straits and get to a place where we balanced our budget and get some form of revenue from that \$2.9 million and we might help the municipal side out.

Mr. Conlon: If we did that we would use the reserves and or other items in that section totaling \$770,368 .

Mr. Tenreiro: I'm not specifying any cuts.

Mr. Conlon: Where do I put it in revenues or expenditures? If we use that anticipated revenue it would leave us with \$1.4 million.

Mr. Tenreiro: It's a potential for unspecified cuts for a compromise.

Ms. Nordquist: Why aren't we just sending a letter to the Mayor and the City Council like we have in the past?

Mr. Spooner: I would be more than happy to do that if you would like. I have to address other things with him also.

Ms. Nordquist: You're going to make this budget zero by putting in \$2.9 million?

Mr. Spooner: No I'm hoping the Mayor comes back and says here is what we are going to do for you and we can fund the balance and say here is what we are going to do.

Mr. Coughlin: I think we passed a motion tonight to ask Mr. Robinson to find a legality to find out how we can get this money back. This isn't just a swag we're taking at the number.

Mr. Robinson left at 8:57 PM.

Mr. Araujo: Going back to the colored area I'm not sure line 46 is applicable because that's not within our power of getting city charge backs.

Mr. Tenreiro: I'm not specifying anything on the motions. Could that be part of a compromise?

Mr. Araujo: It could be but it's out of our control. It's not something that we can control singularly.

Mr. Tenreiro: I think it should be there.

Ms. Nordquist: Does that include "or do not recall 9 teachers?"

Mr. Tenreiro: I'm not specifying anything on that list at all just so you know.

Mr. Araujo: What is our reactive area once we know what we are getting from the city?

Mr. Spooner: Once we know from our standpoint.

Mr. Araujo: If we have to get the budget balanced by May 1st when are they going to come back to us and let us know?

Mrs. Cylke: We don't know and we don't know with the state either. Part of the reason we are where we are is the Governor was late this year in getting his budget out. Our meeting that he would normally have was at least three weeks before. Governor Chafee was late getting his budget out and once we had it we brought it to you in the next meeting. The directive was to have a balanced budget. I think the salmon section, the bottom section is a great rationale for the city to look at what is legitimately ours and that you've asked your attorney to get a more formal opinion about.

Mr. Spooner: On that transportation item that hasn't gone out to bid yet?

Mr. Conlon: Yes and by the way each district can award to the contractor that best suits them.

Roll Call:

Mr. Araujo-yes; Ms. Bonollo-yes; Mr. Coughlin-yes; Mr. Noonan-yes; Ms. Nordquist-yes; Mr. Tenreiro-yes; Mr. Spooner-yes

Motion carried unanimously.

Mr. Conlon: At this time we have a balanced budget and we would send a letter to the Mayor.

Mr. Coughlin moved to adjourn. Ms. Bonollo seconded.

Voice vote carried unanimously.

The Chairperson adjourned the special meeting of the Pawtucket School Committee on Monday, April 25, 2011 at 9:04 PM.

Respectfully submitted,

Clerk

Approved May 10, 2011